



Thursday, 3rd October &
7th November, 2013

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Why Performance Appraisals Don't Work. The alternative...

Register Today

Date: Thursday 3
October & 7
November 2013

Time: 8:30am to
4.00pm

Venue: Blandford
Manor, 106
Hyperion Drive
North Riding,
Randburg

Fee: R1 550

To Register, click below

REGISTER TODAY

Or Contact Ms Jacolien Lotter
(012) 656 0006
jacolien@isosolved.com

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Workshop Introduction

This 1 day workshop will equip managers and supervisors with the practical know-how on how to change a dated, ineffective performance appraisal system into a output based measurement system that will increase employee output, encourage healthy competitiveness between employees and properly recognize their efforts. Output based performance is the only sustainable solution to increase employee output.

Key Takeaways

Upon completion of the workshop, you will be able to:

- I Learn how to measure and manage output;
- I Discern an output based measurement system from the traditional, dated and ineffective performance appraisal system;
- I Understand the benefits of using either a manual or internet based output driven system;
- I Know how to develop or formulate goals for performance, competency checks and performance standards;
- I Have a basic understanding of all the tools and techniques of using the output driven methods;
- I Be able to read and integrate body language, micro expressions and tone of voice in employee recognition.

Who Should Attend

Business Owners, Managers, Supervisors, Business Professionals and any person professionally involved in institutions that manage or negotiate during union action.

Testimonials

"Very enjoyable and worthwhile course!"
Craig (26 June 2013)

"Excellent eye opener"
Bets (26 June 2013)

"Very informative"
Lauren (13 June 2013)

"It was interesting and engaging one whole day!"

Hayley-Sue (6 June 2013)

"Found it very informative and lots of practical implementation info"

Driekie (6 June 2013)

Training Methodology

The Workshop is packed with highly interactive, fun and enriching activities. It comprises:

- I Video Watching and Analysis
- I Lectures, Discussions and Presentations
- I Success Stories and Case Studies
- I Sharing and Questions
- I Fun and Sweet Competency Exercise
- I Energizers
- I Follow-up hints

Mr. Corrie Vermeer, Output Driven Coach



Corrie commenced his studies by completing B.Com Management: Human Resources and moved on to successfully complete his B.Com Hons in Information Technology (IT). He has 14 years experience in business development and 10 years experience in business management. Since 2005 Corrie has been a trustee of a business issuing ISO certificates.

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[Book now ▶](#)

Date	7 November (Thursday)
Venue	Blandford Manor, 106 Hyperion Drive, North Riding, Randburg
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Fee	R1 550

[Book now ▶](#)

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jacolien@isosolved.com for more information.

Workshop Outline

Performance Management

- I Insights into Traditional Reward Systems for Managers & Employees
- I Building a Performance -Based Reward System - Key Challenges & Issues
- I Common perceptions
- I Motivators and Demotivators

Performance Appraisal (PA) Discussion

- I How to measure output and remove Rater Bias
- I Take the first step and imagine this in your organisation
- I Lie to Me
- I Process from where your A(re) to where you want to B(e)
- I Practical steps to implement in your own business

Team Diversity and Conflict Management

- I Managing Diversity in the Team
- I Avoiding Group Think
- I Embracing Differences
- I Managing Different Types of Challenging Employees
- I The Ultra Negative
- I The Pretender
- I The Always Busy, Too much work employee
- I And Others...

Applying the Output Based Model for Performance Improvements

Handling Challenging Appraisal Issues and Appraisees

- I Handling Disagreement over Performance Scoring
- I Managing Challenging Appraisees

Calculating how much your employees are really costing you

- I Unit cost of an employee
- I Saving on employee time
- I Productivity
- I Annual increases